



SCOUTS[®]
Creating a Better World

World Organization of the Scout Movement
Organisation Mondiale du Mouvement Scout
Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

**World Scout Bureau, Central Office
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Circular N° 32/2009

For the attention of:
All National Scout Organizations
Members of WOSM

November 2009

**Call for candidature for the post of Director, Youth Programme, World Scout Bureau,
Central Office, Geneva.**

Dear Brother and Sister Scouts,

The post of Director, Youth Programme is a newly opened position within the WSB Central Office. This letter is a call for candidature and a job description is attached.

This is a key post in the Education, Research and Development Team. The successful candidate work as a member of a small team in the Central Office and with Regional colleagues to support the development, implementation and evaluation of the Youth Programme in line with the World Programme Policy in WOSM.

The Youth Programme is the 'core business' of Scouting. To enable Scouting to grow and reach more young people, National Scout Organizations must be able to offer a quality and attractive Youth Programme to young people that meets their needs and the needs of their communities.

Ideally the person recruited will have experience of developing, implementing and evaluating programmes for young people in a non-formal educational setting and preferably within a Scouting context. He/she should be fluent in English and French with a third language desirable. Experience of working internationally is essential.

He/she should have strong experience of training and development, management and communication and be computer literate. The position involves frequent international travels which often take place over weekends and during holidays.

He/she should identify totally with the values of Scouting and show the scout spirit at all times.

The person reports to the Executive Director, Education, Research and Development.

Kindly ensure that this letter and the attached job description are widely circulated throughout your National Scout Organization. Candidates should return their curriculum vitae, indicating present salary conditions and social benefits, with the names of two referees, a picture of themselves and a

letter of motivation at the latest by Friday 18 December 2009, preferably by email to jobs@scout.org or alternatively marked 'Personal and Confidential' to:

Mr Jean-Bernard Rebord
Director, Finance, Administration and Personnel
World Organization of the Scout Movement
P.O. Box 91
CH-1211 Geneva 4 Plainpalais
Switzerland

Short-listed candidates will be interviewed in late January.

Yours in Scouting,

Luc Panissod
Secretary General, WOSM



Position Title:	Director, Youth Programme
Position Concept:	<ul style="list-style-type: none">● Responsible for supporting the monitoring, implementation and development of the World Programme Policy.● Responsible for supporting the development and delivery of Youth Programme in NSOs to make Scouting more attractive and accessible to young people to enable Scouting to grow.● Responsible for working with NSOs to ensure that the Youth Programme at World Scout Youth Events is of high quality.
Principal Responsibilities:	<ol style="list-style-type: none">1. To support the work of the Educational Methods Committee in relation to Youth Programme so that NSOs can be helped to develop and deliver an excellent Youth Programme which will support the growth of Scouting.2. To develop strong working relationships with ERD colleagues in the Regions to:<ol style="list-style-type: none">i. support NSOs in monitoring and evaluating their delivery of the Youth Programme so that they identify strengths and weaknesses and take action to improve the Youth Programme.ii. to ensure that training is developed to support all aspects of the Youth Programme in Scouting.3. To support NSOs that have been chosen to host World Scout Youth Events to develop and delivery a programme of high quality.4. To monitor trends in youth work globally and, through the EMC and Regional structures, support NSOs in developing new areas of programme and new approaches within the Youth Programme that respond to the needs of young people today.5. To develop and maintain a network (using a variety of methods) to support the development and delivery of the Youth Programme in Scouting.6. To develop web-pages that will inform and educate people on all aspects of the Youth Programme.
Special Responsibilities:	<ul style="list-style-type: none">● To monitor projects in the Regions related to education, research and development as specified by the Executive Director, ERD.● Other responsibilities as identified by the Executive Director, ERD
Term of Office:	Open
Reports to:	Executive Director, Education, Research and Development
Qualifications:	<ul style="list-style-type: none">● University degree (with a qualification in education).● Total identification with the Mission and Vision of Scouting and its values.● Ability to produce written materials and training tools.● Ability to plan, implement and evaluate.● Fluency in English and French with a third language desirable (especially Arabic and Spanish).

Personal Profile:	<ul style="list-style-type: none">• Experience of developing, implementing and evaluating programmes for young people in a non-formal educational setting.• Experience of developing and delivering programmes at large international youth events for adolescents and young adults.• Ability to work as part of an international team.• Ability to work with people from different cultures.• Ability to manage a diverse and intensive workload.• IT literate and a commitment to support delivery by using the most effective and appropriate methods and tools.• Willingness to travel extensively.• Flexibility and creativity.
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Constitutional References:	<p>The Director, Youth Programme is a member of the World Scout Bureau. The position is based on Article XVI and XVIII of the Constitution of the World Organization of the Scout Movement and a key role is to promote and support the World Programme Policy, adopted by the World Scout Conference in Paris (1990).</p>
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